

## Personal Assessment Summary

Shantay Berguin

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### **Abstract**

This is my Professional Development Assessment and Plan the results of several assessments I completed including: Task versus People Assessment, Keirsey Temperament, Ethical Orientation, Motivation Beliefs, Attributes of Leaders, Stress Assessment, Coping Assessment, Conflict Styles Questionnaire, and the TELSA Assessments.

### **Personal Self-Assessments**

These are the results of my Personal Assessments from several assessments I completed including: Task versus People Assessment, Keirsey Temperament, Ethical Orientation, Motivation Beliefs, Attributes of Leaders, Stress Assessment, Coping Assessment, Conflict Styles Questionnaire, and the TELSA Assessments. These results are reflections of the personality traits that these assessments tally based on the answers I chose in each questionnaire. They give me insight to career choices and leadership qualities specific to me.

### **Task versus People Assessment**

*Concern for task – 22; Concern for People – 1*

The Task versus People Assessment demonstrates that I am totally concerned for task and virtually no concern for people. I am shocked. I like people a lot. I enjoy my relationships with my colleagues, like the saying (“it’s all about who you know”). However, I think law trumps relationship and people will leave you hanging. I do believe that my results should have more balance, but concern for task is very important. As a math teacher I think I can really relate to concern for task because I am always pressured to get all the students to pass TAKS so that the school can get an EXEMPLARY rating from the state. In my experience results are all that matter.

## **Keirsey Temperament**

### *My Temperament is Rational*

The results of the Keirsey Temperament assessment rate my personality type as Rational. I was surprised at the results. It stated that one of the four types of Rationals was Architect (INTP), however I did not purchase further information but I do subscribe to Dwell an architecture magazine. It said that Rationals are individualizing parents and I pride myself on exposing my children to things outside the norm. As a teacher I strive to be the best I use programs from other countries in my classroom so that student are aware that math is the same all around the world. I love the freedom of being in the classroom, but have conflicting feelings as if there is something more. I like to work on my own, but I enjoy the results of productive collaboration.

## **Ethical Orientation**

### *Economic-3, Organizational- 2, Socially Aware- 2, Idealistic-1*

After completing the Ethical Orientation module, the results show that my orientation is most Economic followed by both Organizational and Socially Aware equally and that I least favored Idealistic ethical orientation. I thought I would have rated higher as socially aware and not economic. The economic state of the country today could be the underlying reason why I thought that keeping the company prosperous was important to staying employed when many people are looking for work. I am glad that I scored something in each category because they all have some need. I enjoy being a teacher, but I think having a good social life outside of work is equally important. I don't think a person has many God-given rights in the work place.

## **Motivational Beliefs**

### *Motivations at work: Helping students be successful on TAKS, Providing students with motivation to want to succeed, Providing positive relationships with students and parents, Provide students with technology integration opportunities*

As a classroom teacher, it is important that I motivate students to want to learn and be able to work with others. I feel it is my responsibility to have a positive attitude and be organized. I motivate students with by having a positive attitude, following-up on their responsibilities, and providing opportunities for students to be innovative. The three motivation theorists that I can relate to are Glasser, Herzberg, and Ames, Maehr, and Midgley. The first is Glasser's five basic needs: the need for belonging, power, fun, freedom, and survival. As a leader these are important needs that should be met to create a positive work environment. The second is Herzberg's Motivation and Hygiene Theory. As a leader there are two things within my control and that is working conditions and work climate. This theory is simple and meets all the needs of organized success. Lastly, Ames, Maehr, and Midgley Goal Theory of Motivation is about having individuals

monitor their own success. As a leader technology has made it easier for everyone to self-reflect and create goals either teachers or students.

### **Attributes of Leaders**

*3 highest scores- Physical Vitality & Stamina, Intelligence & Judgment in Action, Adaptability, Flexibility of Approach*

*3 lowest scores- Capacity to Manage, Decide, & Set Priorities, Courage, Resolution, & Steadiness, Confidence*

The highest three scores that I chose were - Physical Vitality & Stamina, Intelligence & Judgment in Action, and Adaptability, Flexibility of Approach – as a leader being in shape in physical shape and caring my personal appearance automatically sets a good tone for the way I feel and deal with others around me. The other two strengths – Intelligence & Judgment in Actions and Adaptability, Flexibility of Approach – as a leader with experience in the classroom I have to be able to use data to make a good prediction of how to make improvement and make changes as necessary. My lowest score in Capacity to Manage, Decide, & Set Priorities as leader is more of a reflection of my personal life and I have to specifically work at not brings this flaw to the way I work and complete tasks. The final two low scores – Courage, Resolution, & Steadiness and Confidence – both relate to my belief in myself in the ability to lead and be a leader. I do not accept enough leadership responsibilities.

### **Conflict Styles Questionnaire**

*Forcing- 1, Harmonizing- 3, Negotiating- 6, Integrating- 7, Avoiding- 3*

On the Conflict Styles Questionnaire I scored the highest score in the style of Integrating and next highest Negotiating. My lowest score is in the conflict style Forcing and then Harmonizing and Avoiding equally. Scoring high in Integrating and Negotiating are consistent with working with children on a daily basis. I have to be flexible. I scored low on Harmonizing and Avoiding because as a math teacher getting high scores is not optional it is definitely a choice of being employed or not therefore decisions must be made to reach a goal. I would like to have scored higher as Forcing, but it was my lowest score. It focuses on competitiveness.

### **TELSA Assessment**

The TELS Assessment asked me to acknowledge what I had actually done as in relation to the role of a leader. I scored High priority in VI - Perform Staff-Related Administrative Duties, VII - Perform Budgetary and Other Administrative Duties, and X - Crisis Management. I scored Medium priority in I - Lead Analysis, Design, and Development of Instruction, II - Lead Implementation of Instruction, III - Lead Evaluation of Instruction, IV - Lead Staff Development, VII - Communicate/Use Communication Technology, IX - Self-Development. Lastly, I scored Low priority in V.

Perform Learner-Related Administrative Duties. This assessment allowed me to evaluate the leadership skills I have experience doing and those that I have not.

### **Overall Findings and Recommendations**

This Personal Assessment Paper has allowed me to answer questions about myself and my thought process. Overall it reminds me of the Ames, Maehr, and Midgley Goal Theory of Motivation which asks that us to focus on ourselves for individual growth.